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ABSTRACT

The number of persons working part-time for economic reasons increased 60 percent (by 2.112 million workers) between 1979 and 1985. Although total wage and salary employment is up since 1979, nearly one in five new positions is a part-time job filled by a worker unsuccessful in finding full-time employment. Sixty-two percent of those working part-time for economic reasons are in the wholesale and retail trades or service sector. Women constitute 62 percent of involuntary part-timers. Although 81 percent of involuntary part-time workers in 1985 were white, a Hispanic worker was nearly 1.5 times and a black worker was nearly twice as likely as a white jobholder to be underemployed. Two-thirds of those who worked part-time for economic reasons were adults; however, young adults were twice as likely to be underemployed. The number of involuntary part-time workers increased in all states between 1979 and 1984. Forty-one states had higher jobless rates in February 1986 than in 1979, before the recessions of 1980 and 1982. The real jobless rates in the communities with the 20 highest unemployment rates in February 1986 ranged from 22.7 to 40.9 percent. (This report includes eight tables summarizing data on involuntary part-time employment by industry/sector, sex, and state; metropolitan areas with the highest unemployment rates; and state-by-state unemployment rates.) (MN)

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A FIRST FRIDAY REPORT

INVOLUNTARY PART-TIME WORKERS:

MILLIONS THE RECOVERY LEFT BEHIND

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EXECUTIVE SUMMARY

- The number of persons working part-time for economic reasons increased 60 percent (by 2,112,000) between 1979 (3,478,000) and 1985 (5,590,000).

- Although total wage and salary employment is up since 1979, nearly 1 in 5 of the new positions is a part-time job filled by a worker unsuccessful in finding a full-time job.

- 62 percent of those working part-time for economic reasons are in wholesale and retail trades or service sector.

- Women constituted 54 percent of those working part-time for economic reasons in 1985. Women make up 62 percent of involuntary part-timers who usually work part-time (January 1986).

- 81 percent of involuntary part-time workers in 1985 were White but an Hispanic jobholder was nearly one and half times and a Black jobholder nearly twice as likely as a White jobholder to be underemployed.

- Two-thirds (66 percent) of part-time for economic reasons workers in 1985 were adults over 25, but a young adult (20-24) jobholder was twice as likely to be underemployed.

- The number of persons working part-time for economic reasons increased in all states between 1979 and 1984.

- In most states during 1984, about one out of three part-time workers wanted to work full-time but was unable to find full-time employment.

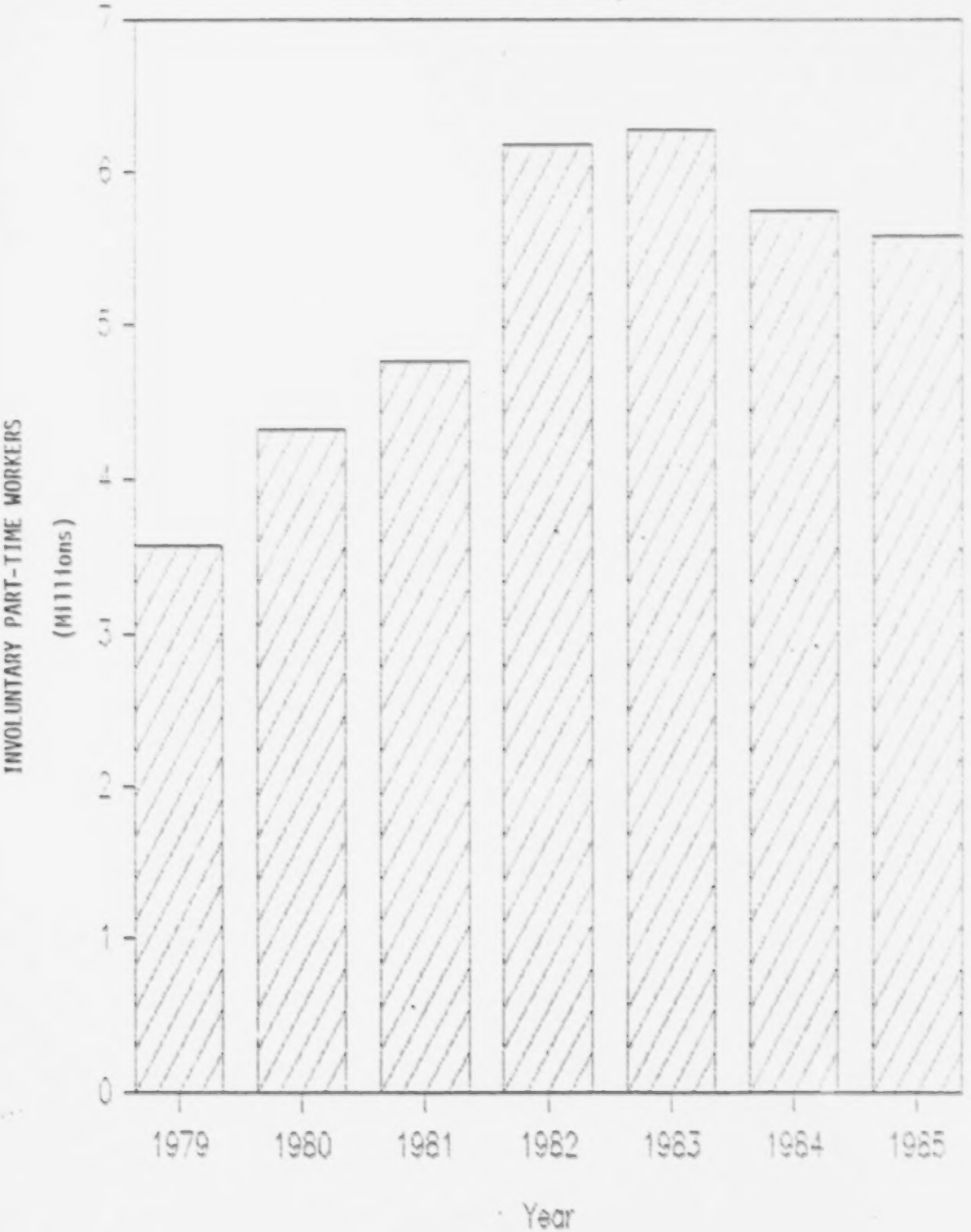
- 41 states had higher real jobless rates in February 1986 than in 1979, before the recessions of 1980 and 1982.

- Five states had real jobless rates above 20 percent in February 1986: Louisiana (23.8 percent); West Virginia (23.6 percent); Kentucky (22.5 percent); Alaska (20.7 percent); and Mississippi (20.2 percent).

- Real jobless rates in the communities with the 20 highest unemployment rates in February 1986 ranged from 22.7 percent to 40.9 percent.

Involuntary Part-Time Workers:

Millions Who the Recovery Left Behind



INVOLUNTARY PART-TIME WORKERS: MILLIONS THE RECOVERY LEFT BEHIND

Introduction

While the option of part-time work is attractive for many people, it constitutes partial joblessness for a significant number of others. This problem of underemployment is masked by the official unemployment rate. The Labor Department counts as employed those persons who worked during the survey period, even if they worked for only a few hours. As a result, the official unemployment rate fails adequately to reflect the economic hardship experienced by underemployed workers, their families and communities.

This report reviews data on persons working part-time for economic reasons. It analyzes the trends since 1979, before the recessions of 1980 and 1982, and examines the implications for demographic groups and states and localities. It offers "real" jobless rates that take into account underemployed and discouraged workers that the official rate ignores. And it argues for greater awareness of underemployment and for policies to ameliorate the plight of those it affects.

Background on Underemployment

> Sylvia is 55 years old. She works part-time in outside sales and is desperately looking for full-time work in the same field. Her part-time employment is not providing her with the income she needs to support herself and her 9 year old granddaughter. As a result, she has had to place her granddaughter in emergency foster care. She called the Help Line for emergency financial assistance to defray the cost of her recently shut-off gas and electricity.*

The underutilization of human resources takes different forms. A full-time worker may have education, skills or abilities that a position does not use, or a person may have to settle for part-time hours even though he/she wants and needs full-time work. While both types of underemployment are serious and troubling, this report assesses that aspect of underemployment — part-time work — that is more easily measured.

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* Cases cited in this report are true and were provided by the United Way of the Bay Area Information and Referral Services in San Francisco, California.

The Bureau of Labor Statistics (BLS) classifies persons who work less than 35 hours a week as "part-time" workers.[1] While some workers choose less than full-time jobs and are considered "voluntary" part-timers, others settle for part-time work because full-time hours are not available. These latter workers are termed "involuntary" part-timers or "part-time for economic reasons." Their partial joblessness may stem from the fact that they could only find part-time jobs or from the fact that slack work caused a reduction in their normal full-time hours.

The joblessness which involuntary part-time workers experience is significant and has disturbing implications for individual well-being and family living standards. On average, nearly 5.6 million persons worked part-time for economic reasons in 1985. Over the course of the year, however, many more persons experienced some spell of underemployment. For example, in 1983 (the most recent period for which such data is available), 14.9 million persons who perferred full-time work had to settle for part-time work for a portion of the year.[2]

Unfortunately, for many of those who experience underemployment, poverty is the result. Poverty rates among people employed part-time for economic reaons in 1983 were consistently 5 to 7 percentage points higher than were the poverty rates for their counterparts in the general population.[3] Approximately 19 percent of involuntary part-timers in 1983 were in families living in poverty.[4] Moreover, the incidence of poverty for Black female heads of families who suffered some involuntary part-time employment was over 60 percent.[5]

Society also loses when human resources are underutilized. Sar Levitan, director of the Center for Social Policy Studies at George Washington University, has noted that involuntary part-timers only contribute half of their potential to the gross national product (GNP).[6] This shortfall, if contributed, Levitan asserts, could make a significant dent in the deficit.[7]

Recent Trends: 1979 to 1985

A troubling aspect of the current so-called "recovery" is the marked increase in the ranks of the underemployed. On average in 1985, 5,590,000 persons had to settle for part-

time jobs because full-time positions were not available. That figure represents a jump of 60 percent over the 1979 prerecession level. By contrast, the number of voluntary part-time wage and salary workers grew only 6.5 percent in that same period. Moreover, although total wage and salary employment is up since 1979, nearly one in five of the net new positions is a part-time job filled by a worker wanting full-time work. Table 1 provides additional details on the trends in part-time wage and salary positions.

Demographic Dimensions

> Alec is 29 years old and has relocated to the Bay Area. After a long job search, he settled for a 28 hour week job at a local department store. His part-time status precluded his eligibility for health insurance. Recently, Alec had to undergo emergency surgery. For the period of his recuperation he was laid off but was promised his job back. In the meantime, he has no income nor savings to pay for doctor bills accrued during the surgery. He called the Help Line for referrals for temporary public assistance and emergency food.

Underemployment affects both sexes, all races, states, and industries. While a majority of those working part-time for economic reasons are Whites and adults, a greater percentage of Black jobholders and young adult jobholders are involuntary part-timers. Table 2 provides more information on the 1985 annual averages for part-time for economic reasons workers.

Women constitute a majority (54 percent in 1985) of those working part-time for economic reasons. Six percent of all female jobholders and 8 percent of female wage and hourly jobholders who head households are underemployed. Women make up an even greater portion of involuntary part-timers who usually work part-time (62 percent in January 1986). In contrast, the majority of involuntary part-timers who usually work full-time are men.[8/] "Slack work" (an employer-initiated cutback of hours) tends to affect those who usually work full-time and is more cyclical than part-time employment stemming from an inability to find full-time work.[9/]

The vast majority of involuntary, part-time workers are Whites. Last year, on average, there were 4,532,000 White involuntary part-timers, compared to 916,000 Black and 485,000 Hispanic involuntary part-timers. The problem of underemployment, however, hit minority workers disproportionately hard. Nearly 1 in 10 Black job holders was a part-time worker who wanted full-time work, compared to approximately 1 in 20 White jobholders.

Similarly, while two-thirds of part-time for economic reasons workers in 1985 were adults over 25, a young adult jobholder (20-24) was twice as likely to be underemployed.

Occupational Distribution

Part-time workers tend to be concentrated in the service sector. Approximately 62 percent of all wage and salary workers who are part-time for economic reasons are employed in the service or wholesale and retail trade sectors. Those occupations account for approximately three-fourths of all voluntary part-time jobs. While wage and salary jobs in manufacturing declined by 988,000 between 1979 and 1985, the number of involuntary part-timers in manufacturing increased by 27 percent. See Table 3 for details on non-agricultural workers by industry and full or part-time status.

State and Local Data

The numbers of part-time for economic reasons workers increased in every state between 1979 and 1984. The largest percentage rises were in Nevada (190 percent); Oklahoma (142 percent); and New Mexico (140 percent). The largest absolute numbers of involuntary part-time workers are found in California, New York and Texas. (See Table 4 for state-by-state breakdown of part-time for economic reasons workers.) As Table 5 indicates, in most states in 1984, one out of three part-time workers wanted full-time work but could not find it.

Official unemployment rates for states and communities exclude two categories of workers who are affected by joblessness: "discouraged" workers who have give up the search for a job and part-time for economic reasons workers. The Full Employment Action Council calculates alternative "real" rates that do take into account discouraged and underemployed workers. Tables 6, 7, and 8 provide detailed information on "real" jobless for all states, the communities with the highest jobless rates, and the 20 largest metropolitan areas.

Among other things the tables reveal:

o 41 states had higher real jobless rates in February 1986 than in 1979, before the recessions of 1980 and 1982.

o Five states had real jobless rates above 20 percent in February 1986: Louisiana (23.8 percent); West Virginia (23.6 percent); Kentucky (22.5 percent); Alaska (20.7 percent); and Mississipipi (20.2 percent).

o The biggest increase in real joblessness among the largest metropolitan areas was in Houston (from 5.6 percent in 1979 to 17.3 percent in February 1986).

o Real jobless rates in the communities with the 20 highest unemployment rates in February 1986 ranged from 22.7 percent to 40.9 percent.

Conclusion

The dramatic growth in the ranks of those working part-time for economic reasons underscores the flawed nature of the current recovery. While underemployed people clearly prefer involuntary part-time work to unemployment, they need and deserve full-time jobs. The tremendous underutilization of human resources represented by the partial joblessness of 5.5 million involuntary part-timers should spur policymakers to pursue economic growth and job creation strategies as well as targeted employment and training programs to afford the underemployed full-time work opportunities. The consequences of doing otherwise are too great, for underemployed individuals, their families, and society.

TABLE 1

Non-Agricultural Wage and Salary Workers by Full or Part-Time Status

		Part-time				All Wage and Salary
		Total	For Economic Reasons	Voluntary	Full-Time	
1.	1979	13,929	2,923	11,006	67,573	81,502
2.	1985	16,496	4,775	11,721	74,244	90,740
3.	Increase 1979-85	2,567	1,852	715	6,671	9,238
4.	% Increase 1979-85	18.4%	63.4%	6.5%	9.9%	11.3%
5.	Total Job Growth 1979-85	27.8%	20.0%	7.8%	72.2%	100.0%

Source: Industrial Union Department, AFL-CIO, Reslicing the Pie (forthcoming 1986).

TABLE 2

Part-Time for Economic Reasons Workers 1979 — 1985
(by age, race, sex) (numbers in thousands)

	1979	1985
Total	3,478	5,590
16-19	651	781
20-24	706	1,134
25 and over	2,121	3,676
55 and over	439	605
Male	1,590	2,572
Female	1,888	3,018
White	2,865	4,532
Black	612	916
Hispanic*	245	485

Sources: Bureau of Labor Statistics, Full and Part-time status of the civilian labor force tables, Employment and Earnings, January 1980 and January 1986.

* Unpublished BLS data.

Note: Total civilian employed figures for 1979 and 1985 were 96,945,000 and 107,150,000 respectively.

TABLE 3

Non-Agricultural Workers by Selected Industries
and Full or Part-Time Status — 1985
(numbers in thousands)

	Total at Work	On Part-time for Economic Reasons	On Voluntary Part-time
Construction	5,410	390	248
Manufacturing	19,511	635	626
Wholesale and Retail Trade	19,526	1,626	4,386
Service Industries	27,736	1,677	5,301

Source: Bureau of Labor Statistics, Employment and Earnings, January 1986.

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The Number of Workers Who Want Full-Time Jobs But are Involuntarily Working Part-Time Has Increased in All States Between 1979 and 1984

TABLE 4

State	Levels of Part-Time for Economic Reason 1984	1979	Increase	Percent Increase
Alabama	120,000	73,000	47,000	64%
Alaska	14,000	9,000	5,000	56%
Arizona	81,000	40,000	41,000	103%
Arkansas	59,000	41,000	18,000	44%
California	639,000	421,000	218,000	52%
Colorado	80,000	50,000	30,000	60%
Connecticut	50,000	43,000	7,000	16%
Delaware	17,000	8,000	9,000	113%
Dist. Of Columbia	15,000	7,000	8,000	114%
Florida	238,000	160,000	78,000	49%
Georgia	132,000	97,000	35,000	36%
Hawaii	29,000	19,000	10,000	53%
Idaho	34,000	19,000	15,000	79%
Illinois	276,000	135,000	141,000	104%
Indiana	155,000	88,000	67,000	76%
Iowa	75,000	38,000	37,000	97%
Kansas	46,000	31,000	15,000	48%
Kentucky	96,000	58,000	38,000	66%
Louisiana	117,000	59,000	58,000	98%
Maine	33,000	23,000	10,000	43%
Maryland	82,000	51,000	31,000	61%
Massachusetts	106,000	88,000	18,000	20%
Michigan	277,000	148,000	129,000	87%
Minnesota	121,000	57,000	64,000	112%
Mississippi	77,000	43,000	34,000	79%
Missouri	114,000	76,000	38,000	50%
Montana	26,000	15,000	11,000	73%
Nebraska	45,000	20,000	25,000	125%
Nevada	29,000	10,000	19,000	190%
New Hampshire	18,000	10,000	8,000	80%
New Jersey	115,000	96,000	19,000	20%
New Mexico	36,000	15,000	21,000	140%
New York	312,000	266,000	46,000	17%
North Carolina	165,000	110,000	55,000	50%
North Dakota	20,000	12,000	8,000	67%
Ohio	264,000	136,000	128,000	94%
Oklahoma	80,000	33,000	47,000	142%
Oregon	94,000	47,000	47,000	100%
Pennsylvania	311,000	176,000	135,000	77%
Rhode Island	24,000	15,000	9,000	60%
South Carolina	100,000	63,000	37,000	59%
South Dakota	17,000	12,000	5,000	42%
Tennessee	128,000	81,000	47,000	58%
Texas	336,000	180,000	156,000	87%
Utah	36,000	19,000	17,000	89%
Vermont	14,000	11,000	3,000	27%
Virginia	138,000	93,000	45,000	48%
Washington	115,000	78,000	37,000	47%
West Virginia	56,000	30,000	26,000	87%
Wisconsin	160,000	61,000	99,000	162%
Wyoming	16,000	6,000	10,000	167%

Source: Bureau of Labor Statistics

Note: The 1984 figures for part-time for economic reasons by state are the most recent figures available.

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TABLE 5

In Most States during 1984, About One Out of Every Three Part-Time Workers Want to Work Full-Time But Were Unable to Find Full-Time Employment

State	Part-Time for Economic Reasons As Percent of All Part-Time Workers	State	Part-Time for Economic Reasons As Percent of All Part-Time Workers
Alabama	36%	Montana	31%
Alaska	37%	Nebraska	25%
Arizona	30%	Nevada	37%
Arkansas	30%	New Hampshire	19%
California	29%	New Jersey	19%
Colorado	27%	New Mexico	30%
Connecticut	17%	New York	23%
Delaware	29%	North Carolina	33%
Dist.Of Columbia	36%	North Dakota	29%
Florida	28%	Ohio	29%
Georgia	32%	Oklahoma	31%
Hawaii	32%	Oregon	35%
Idaho	34%	Pennsylvania	31%
Illinois	27%	Rhode Island	24%
Indiana	32%	South Carolina	42%
Iowa	25%	South Dakota	23%
Kansas	21%	Tennessee	35%
Kentucky	30%	Texas	29%
Louisiana	36%	Utah	23%
Maine	28%	Vermont	26%
Maryland	22%	Virginia	21%
Massachusetts	19%	Washington	30%
Michigan	32%	West Virginia	46%
Minnesota	24%	Wisconsin	28%
Mississippi	44%	Wyoming	33%
Missouri	30%		

Source: Bureau of Labor Statistics
Note: The 1984 figures for part-time for economic reasons by state are the most recent figures available.

TABLE 6

TWENTY HIGHEST METROPOLITAN AREAS UNEMPLOYMENT (%)

		Annual Average 1979		February 1986 (most recent)	
	Location	Official Rate	Real Rate	Official* Rate	Real** Rate
1.	McAllen-Edinburg-Mission, TX	12.0	20.4	22.7	40.9
2.	Brownsville-Harlingen, TX	8.5	14.5	18.7	33.7
3.	Kenosha, WI	5.2	8.8	18.1	32.6
4.	Modesto, CA	11.8	20.1	17.7	31.9
	Laredo, TX	10.7	18.2	17.7	31.9
5.	Fresno, CA	8.0	13.6	16.1	29.0
6.	Beaumont-Port Arthur, TX	5.9	10.0	15.7	28.3
7.	Lake Charles, LA	6.8	11.6	15.4	27.7
8.	Beaver County, PA	N/A	N/A	15.2	27.4
9.	Stockton, CA	9.9	16.8	15.0	27.0
10.	Owensboro, KY	5.5	9.3	14.8	26.6
11.	Salinas-Seaside-Monterey, CA	8.1	13.8	14.7	26.5
12.	Houma-Thibodaux, LA	N/A	N/A	14.3	25.7
13.	Waterloo-Cedar Falls, IA	4.7	8.5	14.1	25.4
14.	Johnstown, PA	8.7	14.8	13.8	24.8
15.	Kankakee, IL	8.1	13.8	13.7	24.7
	Duluth, MN	5.8	9.9	13.7	24.7
	Huntington-Ashland, WV	6.3	10.7	13.7	24.7
16.	Bakersfield, CA	8.6	14.6	13.4	24.1
17.	Vineland-Millville-Bridgeton, NJ	9.6	16.3	13.1	23.6
	Shreveport, LA	6.1	10.4	13.1	23.6
18.	Decatur, IL	7.9	14.2	12.9	23.2
19.	Davenport-Rock Island-Moline, IL	4.4	7.9	12.7	22.9
20.	Wheeling, WV	6.4	10.9	12.6	22.7

*/ SOURCE: Bureau of Labor Statistics.

**/Source: Full Employment Action Council. The real rate of unemployment takes into account the numbers of officially unemployed, part-time for economic reasons and discouraged workers. In February, the official unemployment rate was 7.3 percent, while the real jobless rate was 12.8 percent.

TABLE 7

TWENTY LARGEST METROPOLITAN AREAS UNEMPLOYMENT (%)

	Location	Annual Average 1979 Official Rate	Annual Average 1979 Real Rate	February 1986 (most recent) Official* Rate	February 1986 (most recent) Real** Rate
1.	New York, NY	8.1	13.8	7.6	13.7
2.	Los Angeles-Long Beach, CA	5.5	9.4	7.2	13.0
3.	Chicago, IL	5.2	8.8	8.8	15.8
4.	Philadelphia, PA	6.9	11.7	5.9	10.6
5.	San Francisco, CA	5.6	9.5	5.1	9.2
6.	Detroit, MI	8.0	13.6	8.3	14.9
7.	Boston, MA	5.3	9.0	3.5	6.3
8.	Houston,TX	3.3	5.6	9.6	17.3
9.	Washington, D.C.	7.5	12.8	7.2	13.0
10.	Dallas, TX	3.6	6.1	5.8	10.4
11.	Miami-Hialeah, FL	6.3	10.7	6.2	11.2
12.	Cleveland, OH	5.0	8.5	8.1	14.6
13.	St. Louis, MO	5.4	9.2	7.7	13.9
14.	Atlanta, GA	4.6	7.8	4.5	8.1
15.	Pittsburgh, PA	5.9	10.0	9.3	16.7
16.	Baltimore, MD	6.6	11.2	5.8	10.4
17.	Minneapolis-St. Paul, MN	3.3	5.6	5.5	9.9
18.	Seattle, WA	5.3	9.0	6.3	11.3
19.	San Diego, CA	6.2	10.5	5.2	9.4
20.	Tampa-St. Petersburg-Clearwater, FL	5.4	9.2	5.0	9.0

*/Source: Bureau of Labor Statistics.

**/Source: Full Employment Action Council. The real rate of unemployment takes into account the numbers of officially unemployed, part-time for economic reasons and discouraged workers. In February, the official unemployment rate was 7.3 percent, while the real jobless rate was 12.8 percent.

TABLE 8

STATE UNEMPLOYMENT RATES %

State	Annual Average 1979		February 1986 (Most Recent)	
	Official Rate	Real Rate	Official* Rate	Real** Rate
Alabama	7.1	12.1	9.1	16.4
Alaska	9.2	15.6	11.5	20.7
Arizona	5.1	8.8	6.5	11.7
Arkansas	6.2	10.5	9.5	17.1
California	6.2	10.5	7.7	13.9
Colorado	4.8	8.2	N/A	N/A
Connecticut	5.1	8.7	4.3	7.7
Delaware	8.0	13.6	6.7	12.1
District of Columbia	7.5	12.8	7.2	13.0
Florida	6.0	10.2	5.4	9.7
Georgia	5.1	8.7	5.7	10.3
Hawaii	6.3	10.7	5.7	10.3
Idaho	5.7	9.7	10.2	18.4
Illinois	5.5	9.4	10.1	18.2
Indiana	6.4	10.9	7.5	13.5
Iowa	4.1	7.0	9.0	16.2
Kansas	3.4	5.8	6.5	11.7
Kentucky	5.6	9.5	12.5	22.5
Louisiana	6.7	11.4	13.2	23.8
Maine	7.2	12.2	6.6	11.9
Maryland	5.9	10.0	5.1	9.2
Massachusetts	5.5	9.4	4.3	7.7
Michigan	7.8	13.5	9.3	16.7
Minnesota	4.2	7.1	7.6	13.7
Mississippi	5.8	9.9	11.2	20.2
Missouri	4.5	7.7	7.0	12.6
Montana	5.1	8.7	9.5	17.1
Nebraska	3.2	5.4	7.0	12.6
Nevada	5.1	8.7	8.2	14.8
New Hampshire	3.1	5.3	3.8	6.8
New Jersey	6.9	11.7	6.4	11.5
New Mexico	6.6	11.2	9.2	16.6
New York	7.1	12.1	7.3	13.1
North Carolina	4.8	8.2	5.7	10.3
North Dakota	3.7	6.3	7.9	14.2
Ohio	5.9	10.0	9.1	16.4
Oklahoma	3.4	5.8	7.8	14.0
Oregon	6.8	11.6	9.7	17.5

TABLE 8
(continued)

STATE UNEMPLOYMENT RATES %

State	Annual Average 1979		February 1986 (Most Recent)	
	Official Rate	Real Rate	Official* Rate	Real** Rate
Pennsylvania	6.9	11.7	8.2	14.8
Rhode Island	6.6	11.2	5.3	9.5
South Carolina	5.0	8.5	7.6	13.7
South Dakota	3.5	5.6	5.5	9.9
Tennessee	5.8	9.9	8.7	15.7
Texas	4.2	7.1	8.8	15.8
Utah	4.3	7.3	6.2	11.2
Vermont	5.1	8.7	5.1	9.2
Virginia	4.7	8.0	6.0	10.8
Washington	6.8	11.6	8.6	15.5
West Virginia	6.7	11.4	13.1	23.6
Wisconsin	4.5	7.7	8.8	15.8
Wyoming	2.8	4.8	10.3	18.5

*/ Source: U.S. Department of Labor, Bureau of Labor Statistics.

**/Source: Full Employment Action Council. The real rate of unemployment takes into account the numbers of officially unemployed, part-time for economic reasons and discouraged workers. In February, the official unemployment rate was 7.3 percent, while the real jobless rate was 12.8 percent.

FOOTNOTES

1. Nardone, Thomas J., "Part-time Workers: Who Are They?," Monthly Labor Review (February 1986).

2. United States Department of Labor, Bureau of Labor Statistics, "Linking Employment Problems to Economic Status," March 1985, at p. 4 (hereinafter cited as "Linking").

3. Full Employment Action Council, "Economic Recovery: Doing a Poor Job for the Jobless Poor," July 5, 1985, p. 5.

4. See "Linking," supra note 2.

5. See id.

6. "The Understating of D.C.'s Unemployment," Washington Post, December 16, 1985 at p. 21 (Business section).

7. See id.

8. Shank, Susan E. and Getz, Patricia M., "Employment and Unemployment Developments in 1985," Monthly Labor Review (February 1986), at p. 11.

9. See id.